



MURIEL BOWSER
MAYOR

May 12, 2021

The Honorable Phil Mendelson
Chairman, Council of the District of Columbia
John A. Wilson Building
1350 Pennsylvania, NW
Suite 504
Washington, D.C. 20004

Dear Chairman Mendelson:

I am pleased to submit to the Council of the District of Columbia the enclosed “Local Jobs Training Report: Fiscal Year 2019 Quarter 4” by the Department of Employment Services (DOES). Pursuant to the provisions required by the Job Training and Adult Education Programs Act of 2012, effective September 20, 2012 (D.C. Law 19-168; D.C. Official Code § 32-771), this report includes outcome information for nine locally funded job training programs.

These programs are focused on high-growth, high-demand industries and offer soft-skills and work-based training, classroom instruction, and credentialing opportunities that lead to long-term, gainful employment. This report is a snapshot of the many efforts put in place by the local economy to ensure residents receive new skills or upskills in order to further their competitiveness in the District of Columbia economy. During quarter four of Fiscal Year 2019, over 650 individuals enrolled in locally-funded job training programs, and 195 completed, at a rate of 30%. There are now over 1,000 individuals enrolled training programs.

I am available to discuss any questions you may have regarding this report. In order to facilitate a response to your questions, please have your staff contact Dr. Unique Morris-Hughes, Director, Department of Employment Services, at (202) 671-1900.

Sincerely,

A handwritten signature in black ink, appearing to read "Muriel Bowser".

Muriel Bowser
Mayor



LOCAL JOBS TRAINING REPORT

Fiscal Year 2019

Quarter 4

July 1, 2019 - September 30, 2019

DISTRICT OF COLUMBIA
DEPARTMENT OF EMPLOYMENT SERVICES

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DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

EXECUTIVE SUMMARY

The District of Columbia Department of Employment Services (DOES) provides workforce training and development for residents of the District of Columbia focused on high-growth, high-demand industries. These programs, both locally- and federally-funded, provide soft skills, work-based training, classroom instruction, and credentialing opportunities that lead to long-term, gainful employment.

There are nine locally-funded programs discussed in this report. During quarter four (Q4) of Fiscal Year (FY) 2019, 658 individuals newly enrolled in locally-funded job training programs, and 195 completed, at a rate of 29.6%, with an additional 373 who are continuing enrollment, at a rate of 56.7%. If individuals still enrolled are removed from the denominator, 68.4% of the 285 participants completed.

IMPORTANCE OF JOB TRAINING IN THE DISTRICT OF COLUMBIA

Though the District of Columbia, as a whole, has seen significant growth and local investment over the last 20 years, current events created an environment in need of critical job training and workforce investment. This report is a snapshot of the many efforts put in place by the local economy to ensure residents receive new skills or upskills in order to further their competitiveness in the District of Columbia economy. The District of Columbia continues to commit to job training and workforce development efforts, including monitoring and evaluating programs to identify opportunities for improvement and growth.

ABOUT THE DISTRICT OF COLUMBIA DEPARTMENT OF EMPLOYMENT SERVICES

DOES, as the state workforce agency for the District of Columbia, is charged with serving residents, job-seekers, and employers and ensuring they have access to opportunities and resources that lead to fair, safe, and effective working communities.

DOES provides ongoing programmatic evaluation of job training and workforce development programs to identify those that yield the greatest return on investment and use that information to develop new initiatives and programs. In addition to the fiscal return on investment for participants, DOES uses real-time labor growth data and trends to ensure both programmatic alignment and that participants are receiving training and skills that directly correspond with high-wage, high-growth industries.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

ABOUT THIS REPORT

DOES is required by D.C. Law 19-168, § 2082, 59 DCR 8025 to present programmatic outcome data for participants of locally-funded job training programs for Q4 of FY 19 and employment outcomes for participants who enrolled in training in Q4 FY 18. This outcome data is presented pursuant to the Job Training and Adult Education Programs Act of 2012, effective September 20, 2012 (D.C. Law 19-168; D.C. Official Code § 32-771).

This report includes active program participants, new enrollment, and completion for Q4 FY 19, which represents July 1, 2019 through September 30, 2019.

Participant employment, retention, and wages are captured in this report based on enrollment in Q4 FY 18 (July 1, 2018 - September 30, 2018).

The following programs are included in this report:

- Back to Work 50+ (BTW50+)
- District of Columbia Career Connections (DCCC)
- District of Columbia Infrastructure Academy (DCIA)
- Fire and Emergency Medical Services (FEMS) Cadet Program*
- Learn, Earn, Advance, Prosper (LEAP)
- Metropolitan Police Department (MPD) Cadet Program*
- On-the-Job Training (OJT)
- Pre-Apprenticeship
- Project Empowerment (also known as TEP)

This report provides outcome reporting for all programs listed above. Specifically, this report looks at overall outcomes across the quarter for the following:

- Enrollment
- Completion, activity completion, and continued participation
- Employment
- Retention
- Average and median wages

Both FEMS and MPD Cadets are DOES-funded but administered by their respective agencies.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

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In addition, this report includes the following outcomes for subsidized job training programs (by quarter):

- Participation by month
- Number of private sector employers
- Average duration of time spent in the training program
- Number and percentage of participants who complete and retain employment for six months following program completion

OVERVIEW OF PROGRAMS COVERED IN THIS REPORT

BACK TO WORK 50+

Back to Work 50+ (BTW50+) promotes the full reintegration of talented job seekers between the ages of 50 to 64 seeking to re-enter the workforce. BTW50+ was created in partnership with the AARP Foundation in an effort to enhance opportunities for job seekers by broadening access to critical employment resources, such as resume preparation, job placement assistance, and technology training.

DISTRICT OF COLUMBIA CAREER CONNECTIONS

District of Columbia Career Connections (DCCC) is a work readiness training program for District youth between the ages of 20 and 24 who are unemployed and out of school. DCCC serves more than 400 out-of-school youth annually and provides opportunities to gain valuable subsidized work experience, skills, training, individualized coaching, and support services with the ultimate goal of securing sustainable, unsubsidized employment. With the help of local businesses and key community stakeholders, this initiative keeps young people gainfully employed and engaged while promoting their professional growth and personal achievements.

DISTRICT OF COLUMBIA INFRASTRUCTURE ACADEMY

District of Columbia Infrastructure Academy (DCIA) provides training and services designed to meet the need for skilled infrastructure professionals in Washington, DC. DCIA coordinates, trains, screens, and recruits residents to fulfill the needs of the infrastructure industry and infrastructure jobs with leading companies in this high-demand field.

FIRE AND EMERGENCY MEDICAL SERVICES CADET PROGRAM

The Fire and Emergency Medical Services (FEMS) Cadet Program recruits and trains District residents between the ages of 18 and 21 who have graduated from a District high school or, alternatively, who have received a GED in the District of Columbia. Through this training, cadets obtain their National Registry Emergency Medical Technicians (EMT), Firefighter I & II, and Hazardous Materials Awareness & Operations certificates. FEMS trainees earn a per annum salary and fringe benefits, and they receive structured and comprehensive training.

LEARN, EARN, ADVANCE, PROSPER

Learn, Earn, Advance, Prosper (LEAP) was established as a network of interconnected partners utilizing an earn-and-learn approach that links the District's unemployed residents with employment, education and training opportunities. This approach applies the apprenticeship model to skill development, allowing individuals to earn a wage while participating in on-the-job training and receiving technical instruction. LEAP connects unemployed and underemployed Temporary Assistance for Needy Families (TANF) customers to in-demand jobs within DC government and the private sector to provide a pathway to the middle class. The program offers trainings that span a wide variety of occupations.

METROPOLITAN POLICE DEPARTMENT CADET PROGRAM

Metropolitan Police Department (MPD) Cadet Program provides Police Cadet Training to individuals between the ages of 18 to 24 interested in a career in law enforcement. The goal of the program is to ensure that there is a steady pool of candidates who meet the educational entrance requirements necessary to become a recruit officer. All of the cadets attend the University of the District of Columbia while enrolled in the program and earn a total of 60 college credit hours.

ON-THE-JOB TRAINING

On-the-Job Training (OJT) provides participants the hands-on training necessary to increase their skills, knowledge, and capacity to perform designated job functions and obtain and sustain unsubsidized employment. Utilizing the earn-and-learn approach, the OJT program matches participants with employers willing to provide skills-based training tailored to suit their recruiting needs and provides underemployed and unemployed District residents an opportunity to successfully enter or re-enter the workforce.

PRE-APPRENTICESHIP

Pre-Apprenticeship provides District residents with connections to the providers and sponsors they need to receive training for the workplace of the future. Apprenticeships combine on-the-job learning with classroom instruction, teaching workers the practical and theoretical aspects of highly-skilled occupations. Apprenticeship programs are sponsored by employers, labor groups, and employer associations. Participants must be at least 16 years old and meet the sponsor's qualifications.

PROJECT EMPOWERMENT

Project Empowerment provides supportive services, adult basic education, job coaching, and resources for employability, life skills, job search assistance, and limited vocational training to District residents with multiple barriers to employment. Through Project Empowerment, subsidized wages are paid to participants by DOES while they are in training, as well as for a short period of time when they are placed in entry-level positions with employers in both the private and public sectors.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

PROGRAM	POPULATION SERVED	INDUSTRY OR OCCUPATION TYPE	DURATION	FY 2019 FUNDING
Back to Work 50+ (BTW50+)	DC residents between the ages of 50 and 64 years	Not industry-specific	Duration varies	\$250,000
District of Columbia Career Connections (DCCC)	DC residents between the ages of 20 and 24 who are not employed and not in school	Not industry-specific	Duration varies	\$4,017,238
District of Columbia Infrastructure Academy (DCIA)	DC residents 18 years or older	Infrastructure	Duration varies	\$2,146,637
Fire and Emergency Medical Services (FEMS) Cadet Program	DC residents between the ages of 18 and 21 who have graduated from a District high school or, alternatively, who have received a GED in the District of Columbia	Emergency services	12 months	\$493,305
Learn, Earn, Advance, Prosper (LEAP)	Unemployed DC residents 21 years or older	Non-emergency call center operator	12 months	\$2,172,356
Metropolitan Police Department (MPD) Cadet Program	DC residents between the ages of 18 and 24 years	Police officer	24 months	\$250,000
On-the-Job Training (OJT)	DC residents 18 years or older	Construction, design/engineering and consulting	Duration varies	\$340,000
Pre-Apprenticeship	DC residents 16 years or older	Not industry-specific	Duration varies	\$934,740
Project Empowerment	DC residents between the ages of 22 and 54 who are not receiving government assistance, such as Temporary Assistance for Needy Families (TANF) and Unemployment Comp.	Not industry-specific	Duration varies	\$8,890,495

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

OVERALL PROGRAMMATIC OVERVIEW (JULY 1, 2019 - SEPTEMBER 30, 2019)

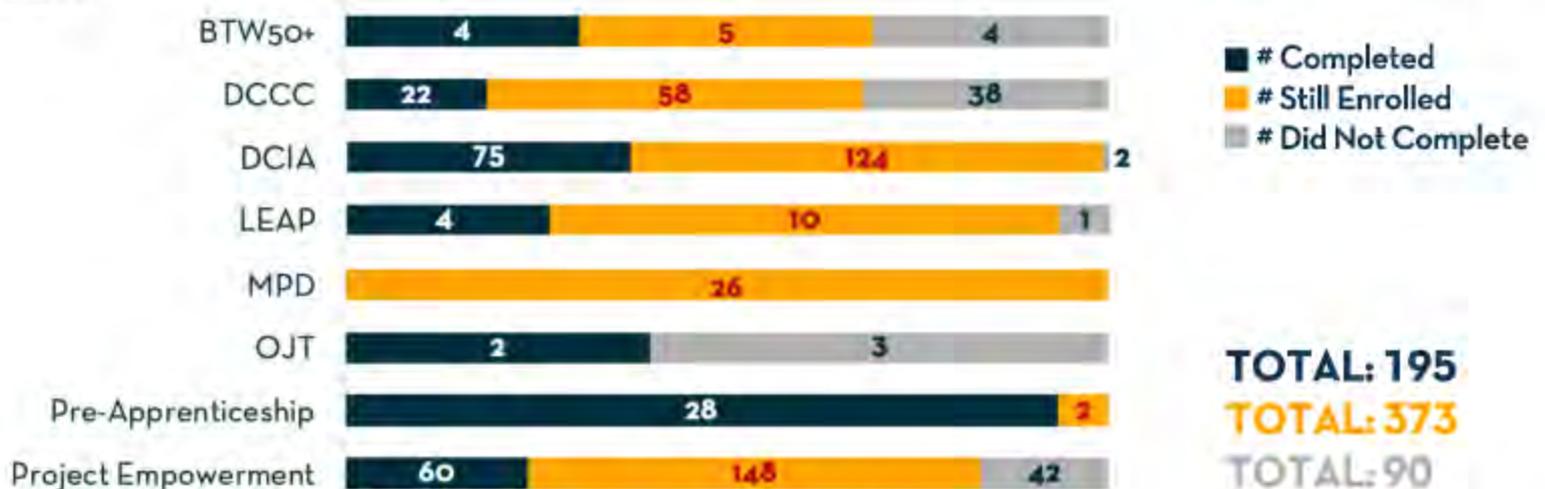
TOTAL NEW TRAINING ENROLLMENT & ACTIVE PARTICIPANTS ACROSS PROGRAMS



*There were no new enrollments for FEMS in Q4 FY 19. An existing cohort was still enrolled.

OVERALL ACTIVITY COMPLETION FOR NEW TRAINING ENROLLMENTS

These numbers represent new enrollments by program that were previously presented in the visualization above.



Note: FEMS is a one-year program and enrolls in the beginning of the fiscal year, so there were no new enrollments in Q4 FY 19. MPD is a two-year program, and enrollment dates may vary. All Q4 FY 19 participants are expected to complete in Q4 FY21.

Note: OJT programmatic outcomes were not previously included in FY 19 reporting. However, OJT was locally funded during Q4 FY 19, and programmatic outcomes have been included in this report.

Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

DC DEPARTMENT OF EMPLOYMENT SERVICES

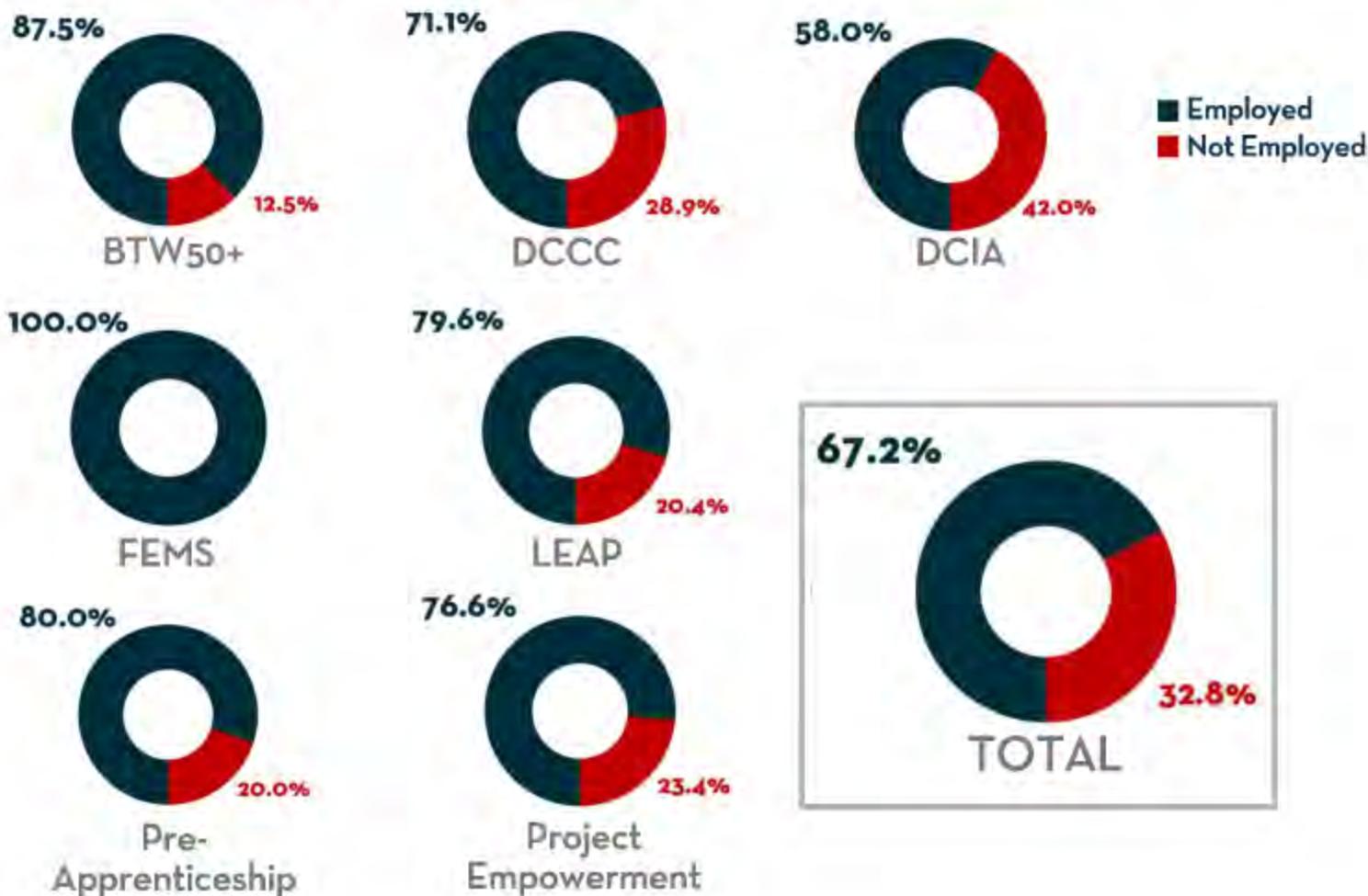
LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

EMPLOYMENT RATES SIX MONTHS POST-PROGRAM COMPLETION

Reporting reflects employment, retention and wages for FY18 participants who completed in Q4 FY 18 at least six months post-training completion. For participants in unsubsidized programs, this represents individuals who continued to be employed upon completing the job training program in Q4 FY 18.

EMPLOYMENT RATES SIX MONTHS POST-PROGRAM COMPLETION FOR INDIVIDUALS ENROLLED IN LOCAL JOBS TRAINING BETWEEN JULY 1, 2018 - SEPTEMBER 30, 2018



Note: MPD is a two-year program; all participants are still in training.

Note: OJT data has been removed due to an n-size less than five.

Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

UNSUBSIDIZED AVERAGE & MEDIAN QUARTERLY WAGES ACROSS PROGRAMS FOR Q4 FY 18, SIX MONTHS POST-PROGRAM COMPLETION



Note: MPD cohort still participating in training.

Note: OJT data has been removed due to an n-size less than five.

AGGREGATE RETENTION RATES ACROSS ALL PROGRAMS FOR INDIVIDUALS ENROLLED IN LOCAL JOBS TRAINING IN Q4 FY 18

Employment and retention outcomes are for individuals who were enrolled in a jobs training program in Q4 FY 18 and captures individuals who were retained in employment for at least six months after their initial employment start date following training completion and exit from the program.



Note: DOES uses a 'wage bump' to verify employment in the District of Columbia and Maryland (see p. 25). Retention and employment rates may be underreported due to individual employment in Virginia.

Note: MPD cohort still participating in training. Not enough time has passed to report retention for FEMS.

Note: OJT data has been removed due to an n-size less than five.

Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

PROGRAM-LEVEL OUTCOMES

This section of the report covers the same outcomes as the previous section; however, it presents these outcomes by program. For each program, the outcomes in the top half of the page reflect the following universe of participants:

- New Training Enrollment: Any participants enrolled as “new” during Q4 FY 19.
- Active participants: Any training participant currently active during Q4 FY 19, regardless of enrollment date.
- Completion and activity completion: Completion and activity completion status of participants who were first time enrolled in a specific program during Q4 FY 19, with sufficient time available for program or activity completion.

The outcomes on the bottom half of the page reflect the following universe of participants:

- Employment by quarter: Participants who were enrolled during Q4 FY 18. For participants in programs where there is not subsidized employment, this represents individuals employed since exiting the job training program in Q4 FY 18. For participants in subsidized programs, this reflects employment within six months of completion of program.
- Wages by quarter: Participants who were enrolled during Q4 FY 18.
- Retention by quarter: Participants who were enrolled during Q4 FY 18 and maintained employment for six months after their initial employment start date.

More details concerning the numerator, denominator, and methodology can be located in Appendix B of this report.

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LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

BACK TO WORK 50+ (BTW50+)

The BTW50+ program promotes the full reintegration of talented job seekers between the ages of 50 to 64 seeking to re-enter the workforce.

NEW TRAINING ENROLLMENT & ACTIVE PARTICIPANTS FOR Q4 FY 19



OVERALL ACTIVITY COMPLETION FOR NEW TRAINING ENROLLMENTS FOR Q4 FY 19

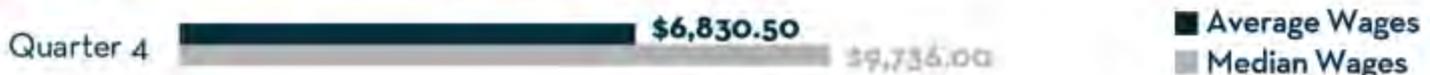


New Enrollment Data reflects participants newly enrolled during Q4 FY 19.

EMPLOYMENT FOR Q4 FY 18 COHORT



AVERAGE & MEDIAN WAGES FOR Q4 FY18



RETENTION, Q4 FY 19 (BASED Q4 FY 18 COHORT)



Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

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LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

DISTRICT OF COLUMBIA CAREER CONNECTIONS (DCCC)

DCCC is a work readiness training program for District youth between the ages of 20 and 24 who are unemployed and out of school that provides opportunities to gain valuable paid work experience, skills, training, individualized coaching and support services, with the ultimate goal of securing sustainable, unsubsidized employment.

NEW TRAINING ENROLLMENT & ACTIVE PARTICIPANTS FOR Q4 FY 19



OVERALL ACTIVITY COMPLETION FOR NEW TRAINING ENROLLMENTS FOR Q4 FY 19



New Enrollment Data reflects participants newly enrolled during Q4 FY 19.

EMPLOYMENT FOR Q4 FY 18 COHORT



AVERAGE LENGTH OF SUBSIDIZED WORK EXPERIENCE FOR Q4 (CALENDAR DAYS)



AVERAGE & MEDIAN WAGES FOR Q4 FY 18



RETENTION, Q4 FY 19 (BASED ON Q4 FY 18 COHORT)



DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

DISTRICT OF COLUMBIA INFRASTRUCTURE ACADEMY (DCIA)

DCIA provides training and services designed to meet the need for skilled infrastructure professionals in Washington, DC. DCIA coordinates, trains, screens and recruits residents to fulfill the needs of the infrastructure industry and infrastructure jobs with leading companies in this high-demand field.

NEW TRAINING ENROLLMENT & ACTIVE PARTICIPANTS FOR Q4 FY 19



OVERALL ACTIVITY COMPLETION FOR NEW TRAINING ENROLLMENTS FOR Q4 FY 19



New Enrollment Data reflects participants newly enrolled during Q4 FY 19.

EMPLOYMENT FOR Q4 FY 18 COHORT



AVERAGE & MEDIAN WAGES FOR Q4 FY 18



RETENTION FOR Q4 FY 19 (BASED ON Q4 FY 18 COHORT)



Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

FIRE AND EMERGENCY MEDICAL SERVICES (FEMS) CADET PROGRAM

FEMS Cadet Program recruits and trains District residents between the ages of 18 and 21 who have graduated from a District high school or, alternatively, who have received a GED in the District of Columbia. Through this training, cadets obtain their National Registry EMT, Firefighter I & II and Hazardous Materials Awareness & Operations certificates.

PROGRAM NEW TRAINING ENROLLMENT & ACTIVE PARTICIPANTS FOR QUARTER FOUR

The FEMS Cadet Program does not have open enrollment and instead enrolls one cohort at a time. Q1 FY 19 is the only eligible enrollment cohort during this time period.

For the FY 19 cohort that began in Q1, there were 16 individuals enrolled in the training, with a 100% completion rate. The average time-to-complete was 366.8 days. The average quarter subsidized wage was \$7,092.80.

Note: In a prior document, there were nine participants enrolled during Q1 FY 19. This number has been revised above to reflect changes in the data.

METROPOLITAN POLICE DEPARTMENT (MPD) CADET PROGRAM

MPD Cadet Program provides Police Cadet Training to locally-funded participants between the ages of 18 to 24 interested in a career in law enforcement. The goal of the program is to ensure that there is a steady pool of candidates who meet the educational entrance requirements necessary to become a recruit officer. All of the cadets attend the University of the District of Columbia while enrolled in the program and earn a total of 60 college credit hours.

PROGRAM NEW TRAINING ENROLLMENT & ACTIVE PARTICIPANTS FOR Q4 FY19



The MPD Cadet Program enrolls by cohort.

The MPD Cadet Program for Q1 FY 19 is still ongoing, and all 17 participants who enrolled during that quarter are still enrolled in training, in addition to the 26 new enrollments.

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LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

LEARN, EARN, ADVANCE, PROSPER (LEAP)

LEAP is a network of interconnected partners utilizing an earn-and-learn approach that links the District's unemployed residents with employment, education and training opportunities. This approach applies the apprenticeship model to skill development, allowing individuals to earn a wage while participating in on-the-job training and receiving technical instruction. LEAP connects unemployed and underemployed TANF customers to in-demand jobs within DC government and the private sector to provide a pathway to the middle class.

NEW TRAINING ENROLLMENT & ACTIVE PARTICIPANTS FOR Q4 FY 19



OVERALL ACTIVITY COMPLETION FOR NEW TRAINING ENROLLMENTS FOR Q4 FY 19



New Enrollment Data reflects participants newly enrolled during Q4 FY 19

EMPLOYMENT FOR Q4 FY 18 COHORTS



AVERAGE & MEDIAN WAGES FOR Q4 FY 18



RETENTION FOR Q4 FY 19 (BASED ON Q4 FY 18 COHORT)



Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

ON-THE-JOB TRAINING (OJT)

OJT provides participants the hands-on training necessary to increase their skills, knowledge, and capacity to perform designated job functions and obtain and sustain unsubsidized employment. Utilizing the earn-and-learn approach, the OJT program matches participants with employers willing to provide skills-based training tailored to suit their recruiting needs and provides underemployed and unemployed District residents an opportunity to successfully enter or re-enter the workforce.

NEW TRAINING ENROLLMENT & ACTIVE PARTICIPANTS FOR Q4 FY 19



OVERALL ACTIVITY COMPLETION FOR NEW TRAINING ENROLLMENTS FOR Q4 FY 19



New Enrollment Data reflects participants newly enrolled during Q4 FY19.

EMPLOYMENT FOR Q4 FY 18 COHORT

Data suppressed due to n-size.*

AVERAGE DURATION OF TIME PARTICIPANTS SPEND IN THE TRAINING COMPONENT OF A PROGRAM DURING Q4 FY19

Data suppressed due to n-size.*

AVERAGE & MEDIAN WAGES FOR Q4 FY18

Data suppressed due to n-size.*

RETENTION, Q4 FY19 (BASED ON Q4 FY 18 COHORT)

Data suppressed due to n-size.*

Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

*OJT data has been removed due to an n-size less than five.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

PRE-APPRENTICESHIP

Pre-Apprenticeship provides District residents with connections to the providers and sponsors they need to receive training for the workplace of the future. Apprenticeships combine on-the-job learning with classroom instruction, teaching workers the practical and theoretical aspects of highly-skilled occupations.

NEW TRAINING ENROLLMENT & ACTIVE PARTICIPANTS FOR Q4 FY 19



OVERALL ACTIVITY COMPLETION FOR NEW TRAINING ENROLLMENTS FOR Q4 FY 19



New Enrollment Data reflects participants newly enrolled during Q4 FY 19.

EMPLOYMENT FOR Q4 FY 18 COHORT



AVERAGE & MEDIAN WAGES FOR Q4 FY 18



RETENTION FOR Q4 FY 19 (BASED ON Q4 FY 18 COHORT)

87.5%
Q4, FY18

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

PROJECT EMPOWERMENT

Project Empowerment is a transitional employment program that provides supportive services, adult basic education, job coaching, job search assistance and limited vocational training to District residents in areas with high unemployment, elevated poverty levels and multiple barriers to employment. Subsidized wages are paid to participants while they are in training, as well as for a short period of time when they are placed in entry-level positions with employers in both the private and public sectors.

NEW TRAINING ENROLLMENT & ACTIVE PARTICIPANTS FOR Q4 FY19

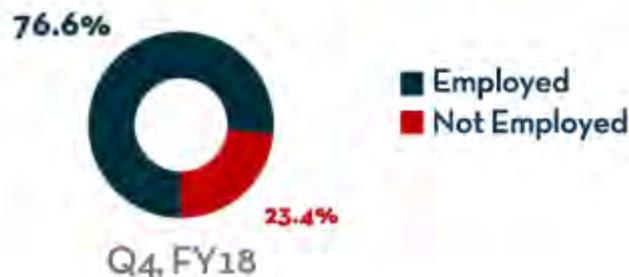


OVERALL ACTIVITY COMPLETION FOR NEW TRAINING ENROLLMENTS FOR Q4 FY 19



New Enrollment Data reflects participants newly enrolled during Q4 FY 19.

EMPLOYMENT FOR Q4 FY 18 COHORT



AVERAGE LENGTH OF SUBSIDIZED WORK EXPERIENCE (CALENDAR DAYS)



AVERAGE & MEDIAN WAGES FOR Q4 FY 18



RETENTION FOR Q4 FY 19 (BASED ON Q4 FY 18 COHORT)



Please see appendix B (p. 24-26) for program-level data, including numerator and denominator.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

OUTCOMES FOR PROGRAMS WITH SUBSIDIZED EMPLOYMENT

This section provides outcomes data for programs with subsidized employment only, which include: Back to Work 50+, DC Career Connections, Fire and Emergency Medical Services Cadet Program, Metropolitan Police Department Cadet Program, On-the-Job Training, and Project Empowerment.

PARTICIPATION LEVELS BY MONTH FOR FY19

ENROLLMENT	JULY 2019	AUG 2019	SEPT 2019
New Enrollment	96	145	171
Active Participants	522	490	526

THE TOTAL NUMBER OF PRIVATE SECTOR EMPLOYERS WITH A SUBSIDIZED PLACEMENT

	PRIVATE SECTOR EMPLOYERS
QUARTER FOUR	141

FOR COMPLETERS OF PROGRAMS WITH SUBSIDIZED EMPLOYMENT FROM Q4 FY18, THE NUMBER AND PERCENTAGE OF PARTICIPANTS WHO RETAIN EMPLOYMENT FOR AN ADDITIONAL SIX MONTHS BEYOND COMPLETION OF THE PROGRAM OR ACTIVITY

120
(54.8%)

AVERAGE AND MEDIAN UNSUBSIDIZED WAGES EARNED BY PARTICIPANTS COMPLETING PROGRAM OR ACTIVITY IN Q4 FY18

PROGRAM	Q4 AVERAGE WAGE	Q4 MEDIAN WAGE
DCCC	\$3,827.19	\$3,130.75
FEMS	\$9,590.81	\$10,163.75
MPD	N/A	N/A
Project Empowerment	\$4,908.22	\$4,077.75

Note: MPD did not have an FY2018 cohort.

Note: OJT data has been removed due to an n-size less than five.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

MONTHLY ENROLLMENT FOR PROGRAMS WITH SUBSIDIZED EMPLOYMENT

PROGRAM	Q4 FY19 ENROLLMENT	JULY 2019	AUG 2019	SEPT 2019
All	New Enrollment	96	145	171
	Active Participants	522	490	526
BTW50+*	New Enrollment	3	4	6
	Active Participants	29	23	24
DCCC	New Enrollment	23	36	59
	Active Participants	137	137	132
FEMS	New Enrollment	0	0	0
	Active Participants	16	16	16
MPD	New Enrollment	0	0	26
	Active Participants	17	17	43
OJT	New Enrollment	1	4	0
	Active Participants	19	20	15
Project Empowerment	New Enrollment	69	101	80
	Active Participants	304	277	296

*The BTW50+ program added a subsidized employment component during FY 19. The program did not have subsidized employment in previous years. Monthly enrollments during Q4 FY 19 have been included for BTW50+; however "average length of subsidized work experience" has not, as that measure looks at Q4 FY 18.

CONCLUSION

DOES is committed to ensuring equity and effectiveness in job training and workforce development to ensure all residents of the District of Columbia have the tools necessary for gainful employment. DOES continues to reevaluate programs quarterly in an effort to ensure taxpayer dollars are put to good use strengthening our city and creating pathways to the middle class for our residents.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

APPENDIX A: DEFINITIONS

Cohort:

The individuals beginning training in a specific fiscal quarter or year. All completion, employment and retention data reported for a given fiscal quarter or year represents outcomes for individuals who first began training in that fiscal quarter or year. Using a cohort methodology allows for the accurate calculation of completion, employment, and retention rates.

Completion or Activity Completion:

The successful completion of a participant from the program in which they were enrolled. For participants in subsidized programs, completion entails the successful exit from the training program or training activity and continued employment through the subsidized work experience aspect of the training program or activity.

DC Networks:

The Department of Employment Services Virtual One Stop (VOS), or system of record, was specifically designed to meet the diverse needs of the American Job Centers and Workforce Programs. Our customers can create a user account to search for jobs and be matched with employers based on their skills and experiences. Our program staff and case managers use the system to capture customer information and track program activities such as enrollment, participation, completion, and to document credentialing and obtained employment.

Enrollment:

Enrollment begins the first day a participant is enrolled in a training program. However, if a participant is enrolled multiple times, for the purpose of this report, their earliest training enrollment was counted. Participants continue to be counted as enrolled for as long as they continue to attempt completion of the training program. If an individual successfully completes and exits the training program and re-enrolls at a later date, the individual will be assigned to a new cohort.

Retained or Retention:

For the purpose of this report, retention is defined as a participant who completed a program and was employed six months after beginning employment following program completion and exit. For unsubsidized programs, individuals must maintain employment for six months following program completion. For subsidized programs, individuals must gain employment within six months of program completion and maintain employment for six months after starting.

Subsidized Employment:

For the purpose of this report, subsidized employment includes any employment where the District of Columbia government directly provides a portion or all of an employee's wages for a specified amount of time.

Unsubsidized Employment:

Unsubsidized employment includes any post-training employment where the employee's wages are paid entirely by the employer.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

APPENDIX B: DATA TABLES

TABLE 1: Q4 FY19 - PROGRAM OR ACTIVITY ENROLLMENT AND COMPLETION

Program	Q4 FY19 Active Participants	Q4 FY19 New Enrollments	Program or Activity Completion Among Q4 FY19 New Enrollees					
			Completed Program or Activity		Still Enrolled		Did Not Complete or Status Unknown	
			N-size	Percentage	N-size	Percentage	N-size	Percentage
BTW50+	42	13	4	30.8%	5	38.5%	4	30.8%
DCCC	192	118	22	18.6%	58	49.2%	38	32.2%
DCIA	361	201	75	37.3%	124	61.7%	2	1.0%
FEMS	16	0	N/A	N/A	N/A	N/A	N/A	N/A
LEAP	62	15	4	26.7%	10	66.7%	1	6.7%
MPD	43	26	N/A	N/A	26	100%	N/A	N/A
OJT	23	5	2	40.0%	0	0.0%	3	60.0%
Pre-Apprenticeship	45	30	28	93.3%	2	6.7%	0	0.0%
Project Empowerment	476	250	60	24.0%	148	59.2%	42	16.8%
Total	1,260	658	195	29.6%	373	56.7%	90	13.7%

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

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APPENDIX B: DATA TABLES

TABLE 2: Q4 FY19 - COMPLETION & EMPLOYMENT

Program	Q4 FY18 New Enrollments	Program or Activity Completion Among Q4 FY18 New Enrollees								Employment Among Q4 FY18 Completers			
		Still Enrolled		Did Not Complete		Status Unknown		Completed Program or Activity		No Record of Employment in DC or MD*		Employed (within six months of completion)	
		N-size	Percentage	N-size	Percentage	N-size	Percentage	N-size	Percentage	N-size	Percentage	N-size	Percentage
BTW50+	15	0	0.0%	7	46.7%	0	0.0%	8	53.3%	1	12.5%	7	87.5%
DCCC	171	0	0.0%	74	43.3%	0	0.0%	97	56.7%	28	28.9%	69	71.1%
DCIA	415	13	3.1%	31	7.5%	0	0.0%	371	89.4%	156	42.0%	215	58.0%
FEMS	16	0	0.0%	0	0.0%	0	0.0%	16	100%	0	0.0%	16	100%
LEAP	50	0	0.0%	1	2.0%	0	0.0%	49	98.0%	10	20.4%	39	79.6%
MPD	17	17	100%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
OJT	--	--	--	--	--	--	--	--	--	--	--	--	--
Pre-Apprenticeship	11	1	9.1%	0	0.0%	0	0.0%	10	90.9%	2	20.0%	8	80.0%
Project Empowerment	256	9	3.5%	72	28.1%	0	0.0%	175	68.4%	41	23.4%	134	76.6%
Total	951	40	4.2%	185	19.5%	0	0.0%	726	76.3%	238	32.7%	488	67.3%

*DOES uses a "wage bump" to verify employment in the District of Columbia and Maryland. Retention rates may be underreported due to individual employment in Virginia.

Note: OJT data has been removed from this data table due to an n-size less than five.

DC DEPARTMENT OF EMPLOYMENT SERVICES

LOCAL JOBS TRAINING REPORT

Fiscal Year 2019: Q4

APPENDIX B: DATA TABLES

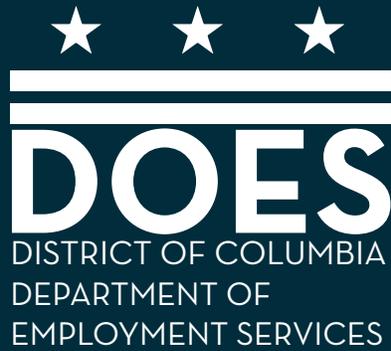
TABLE 3: Q4 FY18 - RETENTION AND WAGES

Program	Q4 FY18 Employed (within six months of completion)	Retention Among Q4 FY 18 Six-Month Employees						Quarterly Wages			
		No Record of Employment in DC as of 12/31/2019		Employed as of 12/31/2019		Retained (for six months after employment)		Subsidized Wages		Unsubsidized Wages	
		N-size	Percentage	N-size	Percentage	N-size	Percentage	Median	Mean	Median	Mean
BTW50+	7	4	57.0%	0	0.0%	3	42.9%	N/A	N/A	\$9,736.00	\$6,830.50
DCCC	69	13	18.8%	9	13.0%	47	68.1%	\$7,384.00	\$7,995.26	\$3,130.75	\$3,827.19
DCIA	215	55	25.6%	43	20.0%	117	54.4%	N/A	N/A	\$3,737.00	\$4,869.87
FEMS	16	0	0.0%	16	100%	0	0.0%	\$7,092.80	\$7,092.80	\$10,163.75	\$9,590.81
LEAP	39	3	7.7%	26	66.7%	10	25.6%	N/A	N/A	\$8,203.00	\$7,182.41
MPD	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$8,356.40	\$8,356.40	N/A	N/A
OJT	--	--	--	--	--	--	--	--	--	--	--
Pre-Apprenticeship	8	0	0.0%	1	12.5%	7	87.5%	N/A	N/A	\$5,025.75	\$4,444.31
Project Empowerment	134	50	37.3%	11	8.2%	73	54.5%	\$7,644.00	\$7,767.92	\$4,077.75	\$4,908.22
Total	488	125	25.2%	106	21.7%	257	52.7%				

Note: For individuals for whom fewer than six months has passed since employment, retention cannot yet be determined; employed status as of the end of 12/31/2019 is provided.

Note: Two individuals who were employed within six months after completing BTW50+ did not have wages available and have been included in the "no record of employment."

Note: OJT data has been removed due to an n-size less than five.



**DISTRICT OF COLUMBIA
DEPARTMENT OF
EMPLOYMENT SERVICES**

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